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2 **ACADEMIC SENATE**

3
4 **UNIVERSITY OF SOUTHERN CALIFORNIA**

5 Meeting of January 18, 2017

6
7 School of Dentistry, Blaire Rooms (A, B, and C)

8 925 W. 34th Street, 90089-0641

9 2:00 - 4:00 p.m.

10
11 **Present:** M. Aranda, Y. Bar-Cohen, R. Broyer (alternate for N. Burle), S. Bucher, R. Bostic, J. Cain, P. Cannon,
12 J. Chisum, D. Datu (alternate for N. Benbassat), M. Eshaghian, P. Fiss, G. Giuliano, L. Hoffman, E. Horowitz,
13 J. Kagan, R. Labaree, D. Lawrence-Hughes, M. Lee, R. Lonergan, J. McLaughlin Gray, J. Parr, D. Pecchenino,
14 G. Peters, M. Polikoff (alternate for M. Pensavalle), K. Rodgers, P. Rosenbloom, K. Servis, S. Shroyer, J.
15 Steele, N. Stoubis, T. Tambascia, T. Tucker, Z. Unno, A. Uyeshiro, D. Williams

16
17 **Absent:** M. Apostolos, S. Curran, R. Davila, B. Girandola, R. Jubran, W.M. Kast, A. Ouellete, S. Palmer, R.
18 Rasmussen, J. Sapkin, R. Smith, S. Smith, R. Watanabe, A. Wilcox

19
20 **Guest:** G. Clark, E. Johnson, M. Levine, M. Nichol, M. Quick, P. Riley, E. Sandoval

21
22 **AGENDA**

23
24 Paula Cannon, Academic Senate President, called the meeting to order at 2:03 pm.

25
26 **Dialogue with USC's Provost, Michael Quick**

27 Michael Quick, USC Provost, thanked the senate for the smoking resolution and provided updates
28 on unionization, childcare, Dean searches, wicked problems, student health, political discussion,
29 first year acclimation class, and wicked problems.

30
31 **Anti-Smoking Policy**

32 Thanked the Academic Senate on the new anti-smoking policy. USC is now a smoke-free campus.

33 <https://policy.usc.edu/smoke-free/>

34
35 **Unionization**

36 SEIU decided to not move forward in unionizing Dornsife. Spoke about how the process forced us
37 to think hard about how we support all faculty. USC showed how shared governance works and
38 he thanked the senate for its leadership.

39
40 **Diversity & Inclusion**

41 Week of January 20, 2017 is the Diversity and Inclusion week. Number of different speakers and
42 events. He foresees this is something we do on an annual basis.

43
44 Schools are currently submitting their 5 year-diversity plans, which represent where each school
45 wants to be 5 years from now. The Provost office and the Diversity Council will be reviewing
46 them.

47

48 Center for Race & Equity

49 Happy that we have this center beginning. Shaun Harper and his team (from Penn). So we can
50 really start looking at what are the proper way to measure, what is the research frames this.

51

52 A lot of activity around this area. Credit to Academic Senate for their leadership.

53

54 Professor Tjan Tragedy

55 Open entity like we are. Sadly these kinds of things can happen. Past month external team come
56 to campus to review our safety. He wants to make sure we are doing everything we can having
57 the right structures to deal when things happen. We have a great people, but more about where
58 are they located, do they have enough resources. Looking at policies and procedures around
59 mental health. In this case student had a mental health issues. Did we have the right threat
60 assessment teams in place? Wants to make sure we are doing what we can that is right for the
61 students and faculty. Are we educating our faculty on what to do when they have a concern?
62 #1 goal is to get this in place. What's the information available? What are the training regimes.
63 This will be discussed further at the Provost/Academic Senate retreat.

64

65 Center for Faculty Excellence

66 Faculty gets asked to do a lot of different tasks – mental health, teaching, etc. Not just about
67 teaching, research, etc. About what makes faculty excellence. What is mindset around what a
68 center like this would look like. How to become leaders like yourself.

69

70 Is the University doing anything to support Professor Tjan's family?

71 We reached out to the family. Worked on supporting Bosco's wife and also looking at what the
72 future looks like for his. We absolutely reached out and have been working with Bosco's wife.
73 Got her in touch with USC benefits, faculty affairs, etc.

74 Once you've been here for 5 years and you passed away, your children get the full benefit.

75

76 Smoking Policy

77 Was pleased to see the policy has passed. Noticed that the ashtrays are still around. What are
78 the next steps on implementing the smoke free policy. He has to get with Todd Dickey about
79 these situations.

80

81 External Consulting Team

82 Is the administration willing to share the reports by the external consulting team with the campus
83 safety committee? Yes for best practices going forward and the such. For items that is

84

85 Faculty and Environment Committee – they are looking at campus safety. Want to make sure they
86 are not reinventing the wheel. Provost will provide information on what is going to get
87 coordinated.

88

89 Diversity Plans

90 Provost office will turn the plans back to the schools by the end of the semester. Goal is to have
91 them ready for implementation for the new academic year. Many schools are really engaged in
92 this endeavor. Really embraced. If you look at the quality of the plans he saw so far. Very good.
93 Really specific to each of the schools. School of Social Work is using the plan for recruitment
94 purposes.

95

96 **Approval of December Senate meetings draft minutes**

97 December draft minutes were presented for discussion and approval.

98

99 *Rebecca Lonergan moved; Jeff Chisum seconded; 25 in favor; 0 opposed; 2 abstentions*

100

101 **Discussion re Employee Benefits**

102 Patricia Riley, Chair, USC Employee Benefits Committee

103 Mike Nichol, former Chair, USC Employee Benefits Committee

104

105 Increases in the health benefits costs. Started a discussion on benefits. Invited to understand the
106 benefits committee and provide an overview of their work.

107

108 Patricia

109 Employee Benefits Committee – oversees and recipient of information effects all of us. She
110 discovered something when she became the chair of this committee. From six years ago, the
111 Provost oversight has almost diminished. She does feel that staff does a huge amount of work is
112 done by staff and then the committee just reviews “does it make sense”. There is also another
113 committee (Retirement Committee – those are the people who negotiate with Fidelity). They had
114 one meeting last term. They are waiting for after the inauguration to see what has changed
115 regarding healthcare. It had a provision in it called “Cadillac plans” – USC’s plan falls into that
116 category. Huge amount of planning around the Cadillac plan problem. Some of that planning
117 went away with the 3 year hiatus in implementation. In the process of asking the university (Keck,
118 etc) to see if there is a better way to reduce the cost of healthcare. Biggest part of the costs are
119 drug costs.

120

121 Mike

122 He chairs the department healthcare policy in Price. We really do not know what will happen.
123 There are some Republican plans what would replace, but we really don’t know. He’s willing to
124 bet that there will be gradual transition phase. Which will be really important for large
125 employees. University keeps on top of this. Issues will come before the Senate as the healthcare
126 costs accelerate.

127

128 Tiered pricing

129 They are discussing potentially moving towards tiered pricing where you will pay pricing is variable
130 based on salary level. University is using the California exchange when offering insurance for
131 graduate student spouses.

132

133 There has been discuss regarding the “death spiral” issue where the healthier employees move to
134 lower price options and the USC plan becomes more and more expensive.

135

136 There is a large gap between people that are negotiating with insurance companies, we have to
137 eventually take a stance that everybody will go to the lower price plans and only people remaining
138 will be really sick people in the USC plan. Had discussions with Keck.

139

140 Kaiser is the “gatekeeper model where the primary care provider.

141

142 Benefits pool pays for healthcare, retirement, sabbatical, disability, tuition reimbursement, etc. If
143 healthcare is taking a bigger share, what is shrinking? Disability has been the offset due to
144 efficiencies there. There was also a change in tuition remission. Changes were made to the dental
145 plan and the vision plan. They have been nibbling around the edges.

146
147 These costs is considered overhead costs and may start impacting federal grants (if we have too
148 heavy overhead costs).

149
150 School pays a percentage of the total payroll into the benefits pool.

151
152 50% time cut to access to benefits

153
154 *Encourage to collect feedback and send Patricia email.*

155
156 **Endorsement of the Campus Climate Committee Report**

157 Robert Parke, Chair, Campus Committee provided an overview of "[Actionable Recommendations](#)
158 [from the 2016 Provost / Academic Senate Retreat on Enacting Access and Opportunity.](#)" Robert
159 Parke, Chair, Campus Committee provided an overview of the document.

160
161 Friendly amendment by intermeliation was made to remove "White Paper" from the title of the
162 report.

163 (ASK REBECCA)

164
165 *Maria Arande motioned to endorse with modification of the title; Jeff Chisum seconded; 27 in*
166 *favor; 0 opposed; 0 abstention.*

167
168 **Faculty in Residence for the USC Village Residential Colleges**

169 Emily T. Sandoval, Director, Office for Residential Education, made a request for faculty for the
170 residential colleges.

171
172 Getting ready to open 8 residential colleges (226 days away from opening). Recruiting 8 faculty
173 for the resident

174
175 Resed.usc.edu -> employment -> faculty in residence

176
177 Application is 5 questions. Hoping to interview finalists Feb 2 to the 17th. Deadline: January 22 at
178 midnight.

179
180 Looking for people that are looking to living (8 to 10 hours – formal and informal). Formal is actual
181 activities. Informal is meals. Weekly faculty dinners.

182
183 Goal is to breakdown walls between faculty and students.

184
185 Students –
186 580 freshman – honors undergraduate McCarthy
187 2000 sophmores and some juniors

188

189 **Plans for joint Senate/Provost retreat**

190 Paula Cannon, Academic Senate President, provided an update what will be covered at the
191 retreat.

192

193 Friday: <get topics>

194 Saturday morning: more we can do for the first year students. Tracy Tambcia will be chairing that
195 session. Ashley/Julie – will talk be

196 Before lunch on Saturday: faculty training needs around campus safety

197

198 **Discussion re venue and date for March meeting**

199 Paula Cannon, Academic Senate President, asked for feedback on where we should have the
200 meeting at HSC. Issue we face is that we often do not get a quorum when we hold meetings at
201 HSC. Often meeting at HSC, the senate members from HSC may still not be able to meet due to
202 they are clinical faculty.

203

204 March meeting is where we present the candidates for the following year.

205

206 7 voted not have meeting in March, but have one at HSC. 8 voted to keep all meetings at UPC.

207

208 March meeting will happen on in UPC. Will ask in March regarding HSC.

209

210 **Announcements**

211 Paula Cannon, Academic Senate President

212 (a) Save the Date: February 17 and 18, 2017 for the joint Provost/Senate Retreat

213 Venue: Westin Bonaventure

214

215 **New Business**

- 216 • USC Action – everybody to focus on media focus bigotry and racism, inclusiveness. Figure
217 what responses to

218

219 **Announcements**

220 Meeting was adjourned at 3:57pm

221

222 Respectfully submitted,

223

224

225

226 Mike S. Lee

227 Secretary General of the Academic Senate